

**US DEPARTMENT OF HOMELAND SECURITY
TRANSPORTATION SECURITY ADMINISTRATION**

HUMAN RESOURCES MANAGEMENT POLICY MANUAL

HRM BULLETIN NO. 531-3

DATE: August 31, 2004

SUBJECT: January 2004 Pay Limitations for TSA Employees Under the Core Compensation System (Non-Executives)

THIS HRM BULLETIN SUPERSEDES HRM BULLETIN NO. 531-2, DATED MARCH 16, 2004. IT REVISES THE ATTACHMENT TO INCLUDE THE GS-10, STEP 1 OVERTIME RATES BY LOCALITY AREA

1. COVERAGE

The provisions of this policy apply to all non-executive Core Compensation System employees.

2. BASIC PAY

Effective January 11, 2004, the annual payable basic pay for employees shall be limited to the 2004 rate of pay for Level IV of the Executive Schedule, \$136,900.

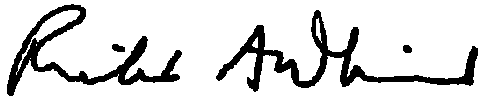
3. LOCALITY PAY

The 2004 annual payable combination of basic pay and locality pay shall be limited to the rate of pay for Level III of the Executive Schedule, \$145,600.

4. BIWEEKLY LIMITATION ON PREMIUM PAY

Employees may receive premium pay – overtime, night pay, LEAP, holiday pay and Sunday pay only to the extent that the payment does not cause biweekly basic/locality pay when combined with premium pay to exceed the greater the GS-15/10 rate payable in the applicable locality area or the rate payable to Level V of the Executive Schedule, currently \$4,914.23.00. In accordance with Management Directive 1100.55-2, **OVERTIME AND COMPENSATORY TIME OFF IN LIEU OF OVERTIME COMPENSATION FOR EMPLOYEES EXEMPT FROM THE FAIR LABOR STANDARDS ACT**, dated December 23, 2003,. Employees earning more than a GS-10/10 must receive compensatory time off, unless the appropriate management official grants an exception. The attachment to this bulletin contains the GS-10/10 rates by locality and the biweekly earning limitations for each locality area. It also contains the GS-10/1 overtime rates by locality area to assist you in determining who should receive straight time for overtime compensation.

In certain situations involving the performance of work in connection with an emergency or critical to the mission of the agency, the Administrator may waive the biweekly earnings limitation. In those instances, employees may receive premium pay only to the extent the aggregate of basic pay and premium pay for the *calendar year* does not exceed the greater of the annual GS-15/10 rate payable in the applicable locality or the annual rate payable to Level V of the Executive Schedule, currently \$128,200.



Richard A. Whitford
Assistant Administrator for
Human Resources

Attachment

Filing Instructions: File with HRM 531 Bulletins, Letters and Guidance

Expiration Date: January 10, 2005

Distribution: TSA affiliated HR Offices, Assistant Administrators, Office Directors

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Attachment

Attachment

LOCALITY AREA	GS-10, STEP 1 HOURLY OVERTIME RATE	GS-10, STEP 10 RATE	BIWEEKLY PREMIUM PAY CAP
ATLANTA, GEORGIA	\$32.52	\$58,807	\$4,921.90
BOSTON-WORCESTER-LAWRENCE, MA-NH-ME-CT-RI	\$33.78	\$61,095	\$5,097.60
CHICAGO-GARY-KENOSHA, ILLINOIS-INDIANA-WISCONSIN	\$34.14	\$61,758	\$5,152.80
CINCINNATI-HAMILTON, OHIO-KENTUCKY-INDIANA	\$33.23	\$60,092	\$5,014.40
CLEVELAND-AKRON, OHIO	\$32.67	\$59,084	\$4,929.60
COLUMBUS, OHIO	\$32.67	\$59,084	\$4,929.60
DALLAS-FORT WORTH, TEXAS	\$32.87	\$59,455	\$4,960.80
DAYTON-SPRINGFIELD, OHIO	\$32.34	\$58,504	\$4,921.90
DENVER-BOULDER-GREELEY, COLORADO	\$33.68	\$60,992	\$5,083.20
DETROIT-ANN ARBOR-FLINT, MICHIGAN	\$34.16	\$61,789	\$5,156.00
HARTFORD, CONNECTICUT	\$34.04	\$61,554	\$5,136.00
HOUSTON-GALVESTON-BRAZORIA, TEXAS	\$35.55	\$64,306	\$5,248.00
HUNTSVILLE, ALABAMA	\$32.19	\$58,222	\$4,921.90
INDIANAPOLIS, INDIANA	\$32.09	\$58,024	\$4,921.90
KANSAS CITY, MISSOURI-KANSAS	\$32.21	\$58,248	\$4,921.90
LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CALIFORNIA	\$34.67	\$62,693	\$5,231.20
MIAMI-FORT LAUDERDALE, FLORIDA	\$33.36	\$60,337	\$5,034.40
MILWAUKEE-RACINE, WISCONSIN	\$32.52	\$58,823	\$4,921.90
MINNEAPOLIS-ST. PAUL, MINNESOTA-WISCONSIN	\$33.14	\$59,925	\$5,000.00
NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND, NEW YORK-NEW JERSEY-CONNECTICUT-PENNSYLVANIA	\$34.34	\$62,296	\$5,197.60
ORLANDO, FLORIDA	\$32.03	\$57,930	\$4,921.90
PHILADELPHIA-WILMINGTON-ATLANTIC CITY, PENNSYLVANIA-NEW JERSEY-DELAWARE-MARYLAND	\$33.30	\$60,222	\$5,024.80
PITTSBURGH, PENNSYLVANIA	\$32.31	\$58,447	\$4,921.90
PORTLAND-SALEM, OREGON-WASHINGTON	\$33.12	\$59,893	\$4,997.60
RICHMOND-PETERSBURG, VIRGINIA	\$32.37	\$58,557	\$4,921.90
SACRAMENTO-YOLO, CALIFORNIA	\$33.26	\$60,149	\$5,019.20
ST. LOUIS, MISSOURI-ILLINOIS	\$32.13	\$58,107	\$4,921.90
SAN DIEGO, CALIFORNIA	\$33.54	\$60,661	\$5,061.60
SAN FRANCISCO-OAKLAND-SAN JOSE, CALIFORNIA	\$35.87	\$64,865	\$5,248.50
SEATTLE-TACOMA-BREMERTON, WASHINGTON	\$33.24	\$60,118	\$5,016.00
WASHINGTON-BALTIMORE, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA-WEST VIRGINIA	\$33.09	\$59,862	\$4,995.20
REST OF UNITED STATES (Consisting of the portions of the continental United States not located within another locality pay area.)	\$32.03	\$57,914	\$4,921.90